

	Kurt Lewin's 3-step Change Model 1920s	Diffusion of Innovations 1962	Transtheoretical Model 1977	Lippitt-Knoster Model 1991	ADKAR Model 1996	The 8 Steps For Leading Change 2014
Understand the Need for Change Assess the current state and identify why change is needed. Get people to buy into the need.	Unfreeze	Knowledge / Awareness	Precontemplation <i>not ready</i>	Vision	Awareness <i>of the need for change</i>	Create a sense of urgency
						Build a guiding coalition
Define the Future State Set clear goals and describe what success looks like. Get people to buy into the future state.		Persuasion	Contemplation <i>getting ready</i>	Consensus	Desire <i>to participate and support change</i>	Form a strategic vision and initiatives
						Enlist a volunteer army
Plan the Transition Determine how to move from the current state to the future state. Help people prepare for the change.		Decision	Preparation <i>ready</i>	Skills	Knowledge <i>on how to change</i>	Enable action by removing barriers
				Action plan		
Implement and Enable Execute the solution, provide training, and support adoption. Get people to move to the future state.	Changing	Implementation	Action	Resources	Ability to <i>implement required skills and behaviors</i>	Generate short-term wins
						Sustain acceleration
Sustain the Change Reinforce new behaviors, build capabilities, and measure outcomes.	Refreezing	Confirmation / Continuation	Maintenance	Incentives	Reinforcement <i>to sustain change</i>	Institute change